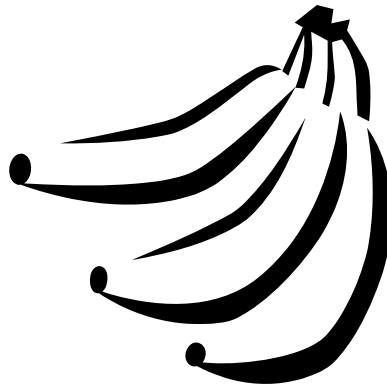


Employer Based Wellness Program Application Process



2008 NDPERS Wellness Forum

Rebecca Fricke

Benefit Programs Administrator

Administrative Issues

- 2008 Plan Year Reporting
- 2009 Plan Year Application Process
- Participant Rosters for BCBS Employee Incentives
- Updates to Wellness Page & Resources
- NDPERS Communications
- Changes in Coordinators
- Contact Information



2008 Plan Year Reporting

- 2008-2009 Plan Year
 - 187 of 279 Total employers
 - 94 State Agencies & University Systems
 - 35 Counties
 - 22 Schools
 - 18 Cities
 - 18 Political Subdivisions
 - Receive 1% Premium Discount
 - 97% of covered employees work for employers offering worksite wellness

2008 Plan Year Reporting

- SFN 58437 for Coordinators to report on plan year activities
- Fillable version available on website
- Must be submitted to PERS by May 31 for July 1, 2008 to June 30, 2009 plan year
- Email reminders will be sent

2008 Plan Year Reporting

- Confirmation Requested:
 - Communication of wellness materials provided by NDPERS to employees
 - Completion of wellness activity 1
 - Completion of wellness activity 2
 - Completion of comprehensive program (if applicable)



2008 Plan Year Reporting

- Percentage of employees that participated
- Was this the activity listed on application?
- Would you recommend activity or offer activity again to employees?
 - If not, why?

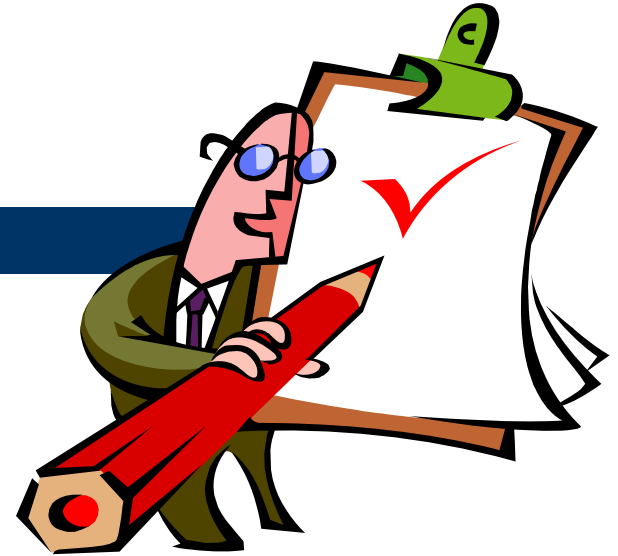
2009 Plan Year Timeline



- February 2009 - Submit your Wellness Program Discount Application SFN 58436 to PERS by the 28th
- March 2009 - PERS will review and evaluate the Wellness Program Discount Applications submitted
- April 2009 - PERS will provide all Wellness Programs that have not been approved a second opportunity to submit a revised copy
- May 2009 - PERS will review and evaluate the revised Wellness Program Discount Applications submitted
- June 2009 - PERS will notify employers requesting funding of approval or denial
- July 2009 – New Plan Year begins and runs through June 30, 2010
 - Timeline posted on website for your reference.

2009 Plan Year Components

- Commitment Agreement (new groups)
- Wellness Coordinator Appointed (new groups)
- Wellness Coordinator attends the Wellness Forum
- Distribute communication materials to your agency employees on a monthly basis and promote the PERS Tobacco Cessation Program (if applicable)
- Develop Wellness Program (Wellness Discount Application SFN 58436)
- Implement Wellness Program during Plan Year (July 1, 2009 through June 30, 2010)



2009 Plan Year Wellness Application Process

- Total of 5 points needed
 - Communication materials and promotion of PERS Tobacco Cessation program (if eligible) = 1 point (required)
 - One Day Program = 1 point
 - Multi-Day Program = 2 points
 - Comprehensive Wellness Program = 4 points
 - Definition available on website

Participant Rosters for BCBS Employee Incentives

- Points awarded for participation in employer program if roster submitted, member completes release form and completes HRA on site:

1 Point Program = 250 points

2 Point Program = 500 points

4 Point Program = 1000 points



Participant Rosters for BCBS Employee Incentives

Example 1 – Utilizing 1 Point Programs

- Wellness related topic presentation = 250 pts
- Wellness related topic presentation = 250 pts
- Wellness related topic presentation = 250 pts
- Wellness related topic presentation = 250 pts

1 Point Program = 1 day activity



Participant Rosters for BCBS Employee Incentives

Example: Utilizing 2 Point Programs

- BCBS Walking Works Program = 500 pts
 - Online activities
 - Fitness Plan = 400 points
 - Reporting on fitness plan = up to 125 points per week
- Fruits & Veggies Program = 500 pts
 - Online activities
 - Nutrition plan = 400 points
 - Reporting on nutrition plan = up to 125 points per week

2 Point Programs = Multi-day programs



Participant Rosters for BCBS Employee Incentives



Example: Utilizing 4 Point Comprehensive Program

- Comprehensive Program may include taking HRA, developing nutrition plan, developing exercise plan, monitoring progress, attending wellness related presentations, walking challenges, etc. = 1000 pts
 - Online Activities
 - Initial Enrollment = 1200 points
 - HRA = 1200 points
 - Fitness, nutrition or stress management plans = 400 points
 - Reporting = up to 125 points per week



4 Point Program = See complete definition on website



Participant Rosters for BCBS Employee Incentives

- Wellness Coordinator will receive 1000 points for their efforts in coordinating program



Participant Rosters for BCBS Employee Incentives

- Annual file upload will occur to BCBS that includes all wellness employers
 - Plan year July 1, 2009 to June 30, 2010
 - Tentatively planned for October 2010
 - Points for this plan year will be redeemable to members in April 2011



Participant Rosters for BCBS Employee Incentives

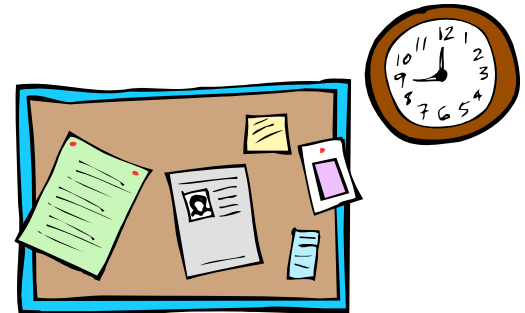
- Working with BCBS on roster template to be used
- Submission of roster is OPTIONAL
 - If you elect not to prepare roster, your employees will not receive the points on BCBS website associated with your employer based wellness program
- More details will be provided to coordinators as we move forward

Updates to Wellness Page & Resources

- Definition of Comprehensive Wellness Program Developed
- Time-line for Application Process Developed
- Resources and programs listed online and updated as we receive notices

NDPERS Communications

- Monthly Wellness Emails
- Wellness Posters
 - Post in highly visible employee area
- Tobacco Cessation Emails & Posters
 - Additional communications sent to eligible state agency, district health units & university system employers
- Coordinator Specific Emails



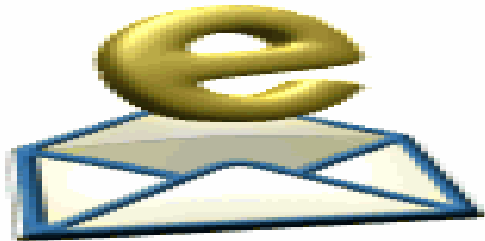
Coordinator Changes

- Review current coordinator to determine if better assignment may exist
- If the coordinator is reassigned, email Rebecca Fricke at rfricke@nd.gov

Contact Information

Employer Based Wellness Program (1% Premium Discount): Rebecca Fricke at rfricke@nd.gov or (701) 328-3978

Wellness Benefit Funding Program (funding assistance): Kathy Allen at kallen@nd.gov or (701) 328-3918



Questions

